

WYFRA	PERSONNEL AND TRAINING COMMITTEE	11 APRIL 2008	ITEM
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REPORT OF: DIRECTOR OF HUMAN RESOURCES

PURPOSE OF REPORT: TO REQUEST MEMBERS APPROVAL FOR THE PROTECTION AND REDEPLOYMENT POLICY FOR AUTHORITY EMPLOYEES

RECOMMENDATIONS: THAT MEMBERS APPROVE THE ABOVE REPORT

EXEMPTION CATEGORY: NONE

CONTACT OFFICER: HILARY BROWN (01274 655709) HUMAN RESOURCES
MANAGER

BACKGROUND PAPERS:

1 Background

- 1.1 The revisions to the Firefighters Pension Scheme (FPS) allow Firefighters to be redeployed into non operational posts, on the advice of the Authority Medical Advisor, if they become permanently unfit for operational duties. (See Rule A10 of the Firefighters Pension Scheme 1992, and Rule 3 of the Firefighters Pension Scheme (England) Order 2006).
- 1.2 The revised FPS, however, requires that redeployment must be into a post which contains elements of the relevant role map e.g. Firefighter, Crew Manager, Watch Manager etc.
- 1.3 It is necessary, however, to consider the issues associated with these rights in terms of protection of salary, equal pay issues and the position of mobilising and non uniformed staff within the Authority.
- 1.4 Although mobilising and non uniformed staff are subject to the Local Government Pension Scheme it is important that they are covered by the same policy framework. Consultation has taken place with Unison who are content that this policy is appropriate for their members.
- 1.5 Essentially, if a Firefighter is redeployed into a non operational role they will, in all likelihood, be working alongside a non uniformed employee whose salary will not be equivalent to their own. In these cases to prevent an equal pay claim a protection of salary scheme is required. Attached, as Appendix 1 is the proposed Protection and Redeployment Policy.
- 1.6 Members will note that operational staff will remain on 'Grey Book' conditions of service even when salary protection is exhausted.
- 1.7 Extensive consultations have taken place with the Fire Brigades Union. At the time of writing this report, the attached policy, will be discussed by the Brigade Committee on 3rd April. By the time the policy is presented to the Personnel and Training Committee on 11th April we will know the outcome of their deliberations.
- 1.8 Information has also be sought from the Firefighters Pension Scheme in relation to how this policy would effect payment of pensions. Management have been informed that where a firefighter is redeployed to a role that incorporates any of the duties within the role map for firefighter, albeit with operational duties excluded, they can remain in the FPS.

2 Equality and Fairness Implications

- 2.1 This policy is in line with the FPS and will include MACC and FRS.

3 Financial Implications

- 3.1 The actual financial implications from the adoption of this policy will clearly be dependent upon the number of staff redeployed and consequently it is not possible to attach any future costs to this report. However, at present, the Authority has no redeployment policy which means that staff may claim unlimited protection. Consequently it is unlikely that this policy will result in any additional costs to the Authority.

4 Conclusion and Recommendation

- 4.1 That Members approve the attached policy.